

THE SCHOOL DISTRICT OF PHILADELPHIA
SCHOOL REFORM COMMISSION

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PHILADELPHIA, PENNSYLVANIA 19130-4015

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June 2, 2011

Diana Lopez, Senior Editor
Sunshine Review

RE: Open Records Request – dated April 12, 2011

Dear Ms. Lopez:

I am writing this letter in further response to your request, dated April 12, 2011¹, for certain information sought pursuant to the Commonwealth of Pennsylvania's Right-to-Know Law ("Act") that was submitted *via* electronic transmission to The School District of Philadelphia's ("School District") Office of Open Records. By letter, dated April 15, 2011, the School District acknowledged receipt of your request and secured an extension of time to respond in accordance with 65 P.S. §§67.902 (a)(3), (4) and (7.) More specifically, you requested the following:

- "1. Records of all salaries more than \$150,000 from January 1, 2008 to January 1, 2011[;]
2. Records of salaries from January 1, 2008 to January 1, 2011 for – Board of Education members; the Superintendent of Schools [and] local superintendents, chief education officers or chief executive officers[;]
3. Benefits information in dollars for items 1 and 2 from January 1, 2008 to the present day or most recent available records, if applicable[;]
4. Overtime hours for retiring personnel from January 1, 2008 to January 1, 2011[;]
5. District cell phone use from January 1, 2008 to January 1, 2011[;][and]
6. District personal car use from January 1, 2008 to January 1, 2011."

For the reasons set forth in more detail below, your request is hereby granted in part and denied in part.

¹ Because your request was sent at 7:19 p.m. on April 12, 2011, it was not deemed filed with the agency until April 13, 2011.

Pursuant to 65 P.S. §67.703 of the Act, a written request should identify or describe the records sought with sufficient specificity to enable the agency to ascertain which records are being requested. For example, an agency is not required to speculate as to what a requester “might” be seeking or bear an unreasonable burden in determining what may or may not satisfy a request under the Act.² In addition, and pursuant to Final Determinations of the Pennsylvania Office of Open Records, the Act does not require an agency to answer questions, but rather, a request must satisfy the criteria as set forth in 65 P.S. §67.703 of the Act and must seek access to “records” as defined therein.³ Your request, as written and in pertinent part, seeks access to records that generally relate to or describe “district cell phone use” and “district personal car use.” Kindly be specific and clarify the documents you are requesting in order to allow the School District to determine whether the records you are requesting, in fact, exist and whether they are public records subject to disclosure pursuant to the provisions of the Act. Accordingly, this portion of your request is hereby denied in part.

Notwithstanding the above, and as a general rule, “a public record, legislative record or financial record shall be accessible for inspection and duplication.” See 65 P.S. §67.701. The right to public access and review of agency records is not absolute, however. For example, personal identifiable information such as an employee’s social security number, employee identification number, or home or personal telephone numbers are exempt under the Act.⁴ In addition, and pursuant to 65 P.S. §67.708 (b)(6)(i)(B), a record that reflects a spouse’s name, marital status, beneficiary or dependent information are also exempt under the Act. Moreover, and when responding to requests for access to information, an agency is not required to “create a record which does not currently exist or to compile, maintain, format or organize a record in a manner in which the agency does not currently compile, maintain or organize the record.”⁵ To the extent your request includes this type of information, your request is hereby denied.

Without waiving any defenses it may otherwise have in accordance with the provisions of the Act, the School District has determined that it is in the public’s best interest to favor access to its records whenever possible. In the interest of promoting transparency, the Office of Open Records engaged several internal business units including the Offices of Talent Acquisition and Development, Information Technology and Transportation. By way of background, the School District provides only limited dedicated automobile use to agency employees. Rather, the agency utilizes a car pool program where non-bus fleet vehicles are provided for use by employees of all departments for inter-city and intrastate business travel. The maintenance and repair

² See e.g., *In the Matter of John E. Bowders v. York Township*, OOR Dkt No. AP 2009-0822, dated November 20, 2009

³ See e.g., *In the Matter of Mary Ann Pacelli v. City of Hazelton*, OOR Dkt No. AP 2010-0492, June 29, 2010.

⁴ See 65 P.S. §67.708 (b)(6)(i)(A).

⁵ See 65 P.S. §67.705.

costs associated with the School District's non-bus fleet were \$976,137.10 and \$899,288.63 during the fiscal years ending June 30, 2009 and June 30, 2010 respectively. The fuel costs associated with the School District's non-bus fleet were \$744,924.31 and \$809,721.57 for the same time period. The School District also reimburses employees who opt to use their personal vehicle for business travel and follows federal reimbursement rates after submission of proper documentation. In addition, and in response to your request, the School District is also providing the following information: (1) base salary information for employees⁶ earning \$150,000 or more between January 1, 2008 and January 1, 2011 in response to Item No. 1; (2) base salary information along with job titles for members of the School District's executive management team⁷ between January 1, 2008 and January 1, 2011 along with a copy of the Employment Agreement by and between the agency and Dr. Arlene C. Ackerman, Superintendent of Schools⁸; (3) a report capturing the name of the employee, his or her job title, departmental unit or office, last year of employment status, base salary, and costs associated with medical, dental, vision and life insurance benefits for those identified in response to Item Nos. 1 and 2; and (4) a report capturing the number of active mobile devices, mobile and direct-connect usage, and monthly costs between January 1, 2008 and January 1, 2011.

You have the right to appeal this response to the Commonwealth of Pennsylvania's Office of Open Records. If you choose to file an appeal, you must do so in writing and within 15 business days of the mailing date of this response and simultaneously send a copy of the appeal to me in the same manner as the appeal is sent to the Office of Open Records (i.e., e-mail, fax, mail or hand delivery.) Please direct your appeal to Terry Mutchler, Executive Director, Office of Open Records, Commonwealth Keystone Building, 400 North Street, 4th Floor, Harrisburg, PA 17120.

I thank you for your patience as we processed your request. As always, I remain,

Sincerely,



Jessica A. Diaz, Esquire
Open Records Officer

⁶ Please note that a number of employees listed in this report may have resigned, retired or were terminated and may not be currently employed by the agency. This report also includes salary adjustment, if applicable, during this same time period.

⁷ Please note this report also includes salary adjustment, if applicable, during this same time period.

⁸ Please also note that the School District is governed by a five member body whose members are appointed by the Governor of the Commonwealth of Pennsylvania and the Mayor of the City of Philadelphia named the School Reform Commission. Members of the School Reform Commission, however, are not compensated and lend their services on a volunteer basis.



SCHOOL DISTRICT OF PHILADELPHIA
Office of Talent and Development Information Management
Employees With Salaries \$150,000 Or Higher 2008 thru 2010

Source: Datawarehouse Extracts 2008-2010, Oracle/Crystal Report 05-06-11, Advantage lookups QRITE screen, vw

LAST NAME	FIRST NAME	Base Pay Rate Amount	Base Pay Rate Amount Eff Dates	Base Pay Rate Amount #2	Base Pay Rate Amount Eff Dates	Base Pay Rate Amount #3	Base Pay Rate Amount Eff Dates	Base Pay Rate Amount #4	Base Pay Rate Amount Eff Dates	Base Pay Rate Amount #5	Base Pay Rate Amount Eff Dates	Base Pay Rate Amount #6	Base Pay Rate Amount Eff Dates
ACKERMAN	ARLENE	\$325,000.00	6/2/08 to 6/30/09	\$338,000.00	7/1/09 to 8/31/10	\$348,140.00	9/1/10 to 12/31/10						
AVERETTE	CLAUDIA	\$154,500.00	1/1/08 to 8/31/08	\$160,000.00	10/1/10 to 12/31/10								
BICHNER	ALBERT	\$164,305.00	1/1/08 to 8/5/08										
BRADY	THOMAS	\$275,000.00	1/1/08 to 6/1/08										
BROWN	PAMELA	\$160,000.00	10/5/09 to 4/30/10	\$164,800.00	5/1/10 to 6/30/10	\$155,000.00	7/1/10 to 12/31/10						
CANNON	CECILIA	\$153,831.00	1/1/08 to 8/4/08										
CASTELBUONO	DIANE	\$180,000.00	7/9/10 to 12/31/10										
CAULK	EMMANUEL	\$155,000.00	8/2/10 to 12/31/10										
CLATT WAYMAN	LINDA	\$155,000.00	8/2/10 to 12/31/10										
CROWDER	SHAWN	\$154,500.00	6/2/08 to 6/30/09										
DARDEN	THOMAS	\$180,000.00	3/30/09 to 10/4/09										
DAVIS	MICHAEL	\$190,000.00	7/6/10 to 12/31/10										
DOOSEY	JAMES	\$180,250.00	1/1/08 to 8/3/08										
DUPREE	ELOIS	\$155,000.00	8/2/10 to 12/31/10										
DURAN	FRANCISCO	\$155,000.00	7/1/10 to 12/31/10										
FRANGIPANI	JOHN	\$160,000.00	10/5/09 to 4/30/10	\$164,800.00	5/1/10 to 12/31/10								
FRASER	JAMILAH	\$170,000.00	11/8/10 to 12/31/10										
HANNA	TOMAS	\$180,000.00	7/14/08 to 4/30/10	\$185,400.00	5/1/10 to 12/31/10								
JENKINS	ANNA	\$155,000.00	8/2/10 to 12/31/10										
MASCH	MICHAEL	\$220,000.00	7/7/08 to 4/30/10	\$226,600.00	5/1/10 to 8/31/10	\$221,600.00	9/1/10 to 9/30/10	\$216,600.00	10/1/10 to 10/31/10	\$211,600.00	11/1/10 to 11/30/10	\$206,600.00	12/1/10 to 12/31/10
MATTHEWS	ESTELLE	\$180,000.00	12/5/08 to 4/30/10	\$185,400.00	5/1/10 to 12/31/10								
MAZZUCA	PATRICIA	\$155,000.00	8/2/10 to 12/31/10										
NIXON	PENNY	\$165,000.00	7/1/10 to 10/31/10	\$180,000.00	11/1/10 to 12/31/10								
NUNERY	LEROY	\$180,000.00	4/1/10 to 6/30/10	\$230,000.00	7/1/10 to 12/31/10								
PEREZ	MARILYN	\$150,000.00	8/2/10 to 12/31/10										
PITRE	MARIA	\$180,000.00	9/15/08 to 11/20/09										
RAYER	BENJAMIN	\$150,000.00	1/5/09 to 6/30/09	\$180,000.00	7/1/09 to 4/30/10	\$185,400.00	5/1/10 to 8/14/10						
SAMPLE-OATES	EVELYN	\$180,000.00	8/24/09 to 7/31/10	\$170,000.00	8/1/10 to 8/31/10	\$160,000.00	9/1/10 to 9/30/10	\$150,000.00	10/1/10 to 12/31/10				
SHEFFIELD	LAVONNE	\$181,280.00	1/1/08 to 7/15/08										
SHORE	MILES	\$150,000.00	5/11/09 to 4/30/10	\$154,500.00	5/1/10 to 12/31/10								
SWIRSKY	SHERRY	\$236,900.00	1/1/08 to 11/20/09										
TAYLOR	BRENDA	\$153,831.00	1/1/08 to 5/7/10										
WEINER	DAVID	\$150,000.00	10/5/09 to 4/30/10	\$154,500.00	5/1/10 to 6/30/10	\$180,000.00	7/1/10 to 8/1/10	\$165,000.00	8/2/10 to 10/31/10	\$170,000.00	11/1/10 to 12/31/10		
WRIGHT	BENJAMIN	\$155,000.00	8/2/10 to 12/31/10										



SCHOOL DISTRICT OF PHILADELPHIA
Office of Talent and Development Information Management
Chiefs With Salaries 1/1/08 thru 1/1/2011

Source: Datawarehouse Extracts 2008-2010, Oracle/Crystal Report 05-06-11, Advantage lookups QRTS screen, vw

LAST NAME	FIRST NAME	TITLE	TITLE DESCRIPTION	Base Pay Rate #2		Base Pay Rate #3		Base Pay Rate #4		Base Pay Rate #5		Base Pay Rate #6	
				Amount	Eff Dates	Amount	Eff Dates	Amount	Eff Dates	Amount	Eff Dates	Amount	Eff Dates
AVERETTE	CLAUDIA	0009	DEPUTY ADMIN TO THE SUPT	\$154,500	1/1/08 to 8/31/08	\$160,000	10/1/10 to 12/31/10						
CASTELBUONO	DIANE	0211	ASSOC SUPERINTENDENT, STRATEGIC	\$180,000	7/9/10 to 12/31/10								
DAVIS	ERIN	0110	CHIEF OF STAFF/EX DIR, SRC	\$118,450	1/1/08 to 6/7/09								
DAVIS	MICHAEL	0051	GENERAL COUNSEL	\$190,000	7/6/10 to 12/31/10	\$140,000	6/4/30/10	\$144,200	5/1/10 to 12/31/10				
FRASER	JAMILAH	0070	CHIEF PUBLIC INFORMATION OFFICER	\$170,000	1/8/10 to 12/31/10								
HANNA	TOMAS	0240	ASSOCIATE SUPT, ACADEMIC SUPRT	\$180,000	7/14/08 to 4/30/10	\$185,400	5/1/10 to 12/31/10						
MASCH	MICHAEL	0003	CHIEF BUSINESS OFFICER	\$220,000	7/7/08 to 4/30/10	\$226,600	5/1/10 to 8/31/10	\$221,600	9/1/10 to 9/30/10	\$216,600	10/1/10 to 10/31/10	\$206,600	12/1/10 to 12/31/10
MATTHEWS	ESTELLE	0039	CHIEF TALENT DEVELOPMENT OFF	\$180,000	12/5/08 to 4/30/10	\$185,400	5/1/10 to 12/31/10						
NIXON	PENNY	0213	ASSOC SUPERINTENDENT, SCHOOLS	\$165,000	7/1/10 to 10/31/10	\$180,000	11/1/10 to 12/31/10						
NUNERY	LEROY	0002	DEPUTY SUPERINTENDENT	\$180,000	4/1/10 to 6/30/10	\$230,000	7/1/10 to 12/31/10						
WEINER	DAVID	0214	ASSOC SUPT, ACADEMICS & ACCT	\$150,000	10/5/09 to 4/30/10	\$154,500	5/1/10 to 6/30/10	\$180,000	7/1/10 to 8/1/10	\$165,000	8/2/10 to 10/31/10	\$170,000	11/1/10 to 12/31/10

School District of Philadelphia * Salary/Benefit Report for Employees (Above \$ 150,000)

Name	Title/Position	Department	Year	Salary	Medical Benefits	Dental/Prescription/Vision Benefits	Life Insurance Benefits
WEINER, DAVID	Non-Represented Cabinet Level	Accountability & Assessment	2010	150,000.00	\$6,787.20	\$2,169.72	\$45,000.00
		Chief Academics Office	2011	170,000.00	\$7,211.28	\$1,858.20	\$45,000.00
DAVIS, MICHAEL A	Non-Represented Cabinet Level	Office of General Council	2011	190,000.00	\$14,422.56	\$4,538.16	\$45,000.00
BRADY, THOMAS M	Superintendent of Schools	Chief Executive Office	2008	275,000.00	\$16,045.08	\$3,408.12	\$45,000.00
CROWDER, SHAWN Y	Non-Represented Cabinet Level	Chief Executive Office	2008	154,500.00	\$14,279.76	\$3,408.12	\$45,000.00
		Office of External Affairs	2009	154,500.00	\$14,781.00	\$4,091.40	\$45,000.00
		Office of Special Education	2008	153,831.00	\$16,045.08	\$3,408.12	\$45,000.00
TAYLOR, BRENDA	Non-Represented Cabinet Level	Office of Specialized Services	2009	153,831.00	\$16,608.24	\$4,091.40	\$45,000.00
			2010	153,831.00	\$19,524.60	\$4,343.64	\$45,000.00
SHORE, MILES H	Non-Represented Cabinet Level	Office of General Council	2010	150,000.00	\$19,524.60	\$4,343.64	\$45,000.00
			2011	154,500.00	\$21,633.84	\$4,538.16	\$45,000.00
CASTELBUONO, DIANE	Non-Represented Cabinet Level	Charter, Partner & New School	2011	180,000.00	\$21,633.84	\$3,595.32	\$45,000.00
NUNERY, LEROY	Non-Represented Cabinet Level	Chief Executive Office	2011	230,000.00	\$0.00	\$0.00	\$45,000.00
CLIAAT WAYMAN, LINDA	Non-Represented Cabinet Level	AD 1 High School	2011	155,000.00	\$21,633.84	\$4,538.16	\$45,000.00
		Chief Operating Office	2008	180,000.00	\$5,773.44	\$2,020.68	\$45,000.00
HANNA, TOMAS	Non-Represented Cabinet Level	Office of School Management	2009	180,000.00	\$5,773.44	\$2,043.72	\$45,000.00
		Office of Academic Support	2010	180,000.00	\$6,787.20	\$2,169.72	\$45,000.00
			2011	185,400.00	\$7,211.28	\$1,858.20	\$45,000.00
MATTHEWS, ESTELLE	Non-Represented Cabinet Level	HR Administration	2009	180,000.00	\$0.00	\$440.52	\$45,000.00
			2010	180,000.00	\$0.00	\$475.32	\$45,000.00
			2011	185,400.00	\$0.00	\$942.84	\$45,000.00
MASCH, MICHAEL J	Non-Represented Cabinet Level	Chief Business Office	2008	220,000.00	\$14,781.00	\$4,045.80	\$45,000.00
			2009	220,000.00	\$14,781.00	\$4,091.40	\$45,000.00
			2010	220,000.00	\$17,376.60	\$4,343.64	\$45,000.00
			2011	201,600.00	\$14,412.96	\$4,538.16	\$45,000.00
CANNON, CECILIA	Non-Represented Cabinet Level	Leadership & Learning Office	2008	153,831.00	\$14,279.76	\$3,408.12	\$45,000.00
NIXON, PENNY S	Non-Represented Cabinet Level	Associate Superintendent of Schools	2011	180,000.00	\$12,980.28	\$4,538.16	\$45,000.00
SAMPLE-OATES, EVELYN	Non-Represented Cabinet Level	Office of Communications	2010	180,000.00	\$19,524.60	\$4,343.64	\$45,000.00
DUPREE, ELOIS	Non-Represented Cabinet Level	AD 7 Elementary	2011	155,000.00	\$14,422.56	\$4,538.16	\$45,000.00
DOOSEY, JAMES P	Non-Represented Cabinet Level	Chief Financial Office	2008	180,250.00	\$16,045.08	\$3,408.12	\$45,000.00
PEREZ, MARILYN	Non-Represented Cabinet Level	Chief of Staff	2011	150,000.00	\$21,633.84	\$4,538.16	\$45,000.00
BICHNER, ALBERT H	Non-Represented Cabinet Level	Deputy Chief Academics Office	2008	164,305.00	\$16,045.08	\$3,408.12	\$45,000.00
AVERETTE, CLAUDIA	Non-Represented Director	Sperintendent of Schools	2008	154,500.00	\$5,577.72	\$1,702.44	\$45,000.00
	Non-Represented Cabinet Level	Chief Executive Office	2011	160,000.00	\$7,211.28	\$1,858.20	\$45,000.00
SWIRSKY, SHERRY A	Non-Represented Cabinet Level	Office of General Council	2008	236,900.00	\$5,577.72	\$1,702.44	\$45,000.00
			2009	236,900.00	\$5,773.44	\$2,043.72	\$45,000.00
JENKINS, ANNA F	Non-Represented Cabinet Level	AD 6 Elementary	2011	155,000.00	\$21,633.84	\$4,538.16	\$45,000.00

FRANGIPANI, JOHN W	Non-Represented Cabinet Level	Office of School Management	2010	160,000.00	\$19,524.60	\$0.00	\$45,000.00
	AD 2 Middle Schools		2011	164,800.00	\$21,633.84	\$4,538.16	\$45,000.00
CAULK, EMMANUEL	Non-Represented Cabinet Level	AD 8 Elementary	2011	155,000.00	\$10,095.72	\$4,538.16	\$45,000.00
FRASER, JAMILAH	Non-Represented Cabinet Level	Office of Communications	2011	170,000.00	\$7,211.28	\$1,858.20	\$45,000.00
SHEFFIELD, LAVONNE M	Non-Represented Cabinet Level	Federal Programs Office	2008	181,280.00	\$14,279.76	\$3,408.12	\$45,000.00
PITRE, MARIA G	Non-Represented Cabinet Level	Chief Academics Office	2009	180,000.00	\$5,773.44	\$2,043.72	\$45,000.00
	Non-Represented Cabinet Level	Accountability & Assessment	2009	150,000.00	\$0.00	\$0.00	\$45,000.00
RAYER, BENJAMIN	Non-Represented Cabinet Level	Charter, Partner & New School	2010	180,000.00	\$0.00	\$0.00	\$45,000.00
			2008	325,000.00	\$5,773.44	\$2,020.68	\$45,000.00
			2009	325,000.00	\$5,773.44	\$2,043.72	\$45,000.00
			2010	325,000.00	\$6,787.20	\$2,169.72	\$45,000.00
			2011	348,140.00	\$7,211.28	\$1,858.20	\$45,000.00
ACKERMAN, ARLENE	Superintendent of Schools	Chief Executive Office	2010	160,000.00	\$6,787.20	\$2,169.72	\$45,000.00
			2011	155,000.00	\$7,211.28	\$1,858.20	\$45,000.00
BROWN, PAMELA C	Non-Represented Cabinet Level	Chief Academics Office	2011	155,000.00	\$14,422.56	\$4,538.16	\$45,000.00
MAZZUCA, PATRICIA J	Non-Represented Cabinet Level	AD 9 Elementary	2011	155,000.00	\$7,211.28	\$1,858.20	\$45,000.00
DURAN, FRANCISCO D	Non-Represented Cabinet Level	AD 5 Elementary	2011	155,000.00	\$7,211.28	\$1,858.20	\$45,000.00
WRIGHT, BENJAMIN	Non-Represented Cabinet Level	Promise Academy Office	2011	155,000.00	\$21,633.84	\$4,538.16	\$45,000.00
DARDEN, THOMAS	Non-Represented Cabinet Level	AD 4 Alternative Ed	2011	155,000.00	\$17,376.60	\$4,274.64	\$45,000.00
		Chief Executive Office	2009	180,000.00	\$17,376.60		\$45,000.00

Month / Year	Monthly Cellular Device Count	Monthly Cellular Usage (Minutes)	Monthly Direct-Connect Usage (Minutes)	Monthly Invoice Total (Pre-USF Discount)	Notes
January 2008	1,823	361,671	192,751	\$ 63,617.34	
February 2008	1,799	427,614	235,434	\$ 63,855.23	
March 2008	1,771	393,608	204,363	\$ 62,622.62	
April 2008	1,771	412,602	224,672	\$ 78,261.13	Includes Equipment Fees of \$15,330.48
May 2008	1,779	451,452	227,945	\$ 64,586.63	
June 2008	1,779	447,542	211,909	\$ 64,562.03	
July 2008	1,771	484,710	225,682	\$ 64,749.15	
August 2008	1,780	409,404	210,545	\$ 66,159.92	
September 2008	1,780	471,175	269,924	\$ 66,186.44	
October 2008	1,778	471,669	253,927	\$ 66,315.00	
November 2008	1,776	462,040	240,929	\$ 66,132.51	
December 2008	1,785	451,047	238,369	\$ 67,011.66	
January 2009	1,789	412,938	219,577	\$ 62,917.23	
February 2009	1,792	433,531	252,610	\$ 64,699.60	
March 2009	1,803	403,689	219,433	\$ 63,008.13	
April 2009	1,802	482,579	260,888	\$ 65,177.97	
May 2009	1,788	402,377	215,979	\$ 65,256.49	
June 2009	1,781	440,173	216,013	\$ 62,248.47	
July 2009	1,775	478,768	239,457	\$ 62,621.75	
August 2009	1,778	346,842	201,167	\$ 60,772.32	
September 2009	1,778	437,877	264,564	\$ 61,830.07	
October 2009	1,781	427,837	248,413	\$ 61,560.82	
November 2009	1,781	434,563	234,485	\$ 61,281.69	
December 2009	1,773	403,863	219,432	\$ 58,244.37	
January 2010	1,676	363,906	210,680	\$ 58,601.89	
February 2010	1,682	418,122	241,545	\$ 57,343.62	
March 2010	1,680	358,393	216,768	\$ 57,303.80	
April 2010	1,704	434,652	277,829	\$ 57,526.82	
May 2010	1,700	389,201	227,098	\$ 56,697.49	
June 2010	1,702	430,155	233,079	\$ 57,470.06	
July 2010	1,702	430,651	252,612	\$ 58,731.50	
August 2010	1,719	352,455	196,569	\$ 57,333.01	
September 2010	1,716	392,821	244,850	\$ 58,386.30	
October 2010	1,715	369,217	216,822	\$ 57,550.99	
November 2010	1,715	374,057	226,510	\$ 57,957.77	
December 2010	1,715	334,515	194,848	\$ 57,822.83	